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A Time for Action

Department of the Army Forum

National IMAGE, Inc

Training Conference

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Army Materiel Command

AMC IN ACTION
OVERVIEW

- AMC demographics
- AMC recruitment and employment programs
  - Science and Technology Academic Recognition Systems Program (STARS), Army Research Lab, Adelphi, Maryland
  - Student Aid Program, Rock Island Arsenal, Rock Island, Illinois
  - AMC Fellows Program, AMC Logistics Leadership Center, Red River Army Depot, Texarkana, Texas
- AMC Interns/Fellows demographics chart
- Other AMC Recruitment and Employment Initiatives
- AMC Points of Contact

Army Materiel Command

- Composed of six major subordinate commands
- More than 250 locations in 42 states and 12 foreign countries
- Approximately 50000 employees
- Median age of employee: 48
- 6.3% are Hispanics

Science and Technology Academic Recognition Systems Program (STARS) Army Research Laboratory Adelphi, Maryland

- Proactive approach to address projected scientist and engineering shortage
- Combined recruitment, training, and development program
- Past efforts to recruit and retain best graduating seniors from minority institutions have been challenging
- Designed to reach minority institutions of higher learning

STARS
IN ACTION

- Recruitment is done at the completion of junior year of study at universities with large number of minorities
- Summer session exposes students to ARL world and class research opportunities
- If selected for program, individual is designated as a STARS fellow
- Upon completion of requirements for a Bachelor's Degree, Senior year tuition is paid by program
- Hired under Schedule B appointment
- After one year, converted to a non-competitive conversion to a career conditional appointment within 120 days
- Up to two years of graduate school is funded if retained in program

STARS
IN ACTION

- Since 2000, STARS positions available annually
- Extensive recruitment in Puerto Rico, Florida, New York and the southwestern United States
- Hispanic students have been selected for some of the STARS positions since its inception
- Former graduates from University of Puerto Rico at Mayaguez and University of Texas
- Two current Hispanic students are from the University of Texas at El Paso
- Program in transition

ROCK ISLAND ARSENAL

- Rock Island Arsenal (RIA)
  - Population of 1037
  - Local CLF for Hispanics: 10.2%
  - RIA CLF for Hispanics: 4.4%
- RIA saw need to increase Hispanic representation
  - EEO/CPAC partnered in recruiting strategy
  - Diversity Committee established
  - Goal in Strategic Business Plan

ROCK ISLAND ARSENAL

- Directors at RIA provided list of potential retirements within 5 years
- Identified diversity goals within directorates
- Restructured vacant positions
- Commander provided 6 TDA spaces for student aid positions

ROCK ISLAND ARSENAL IN ACTION

- Targeted Recruitment
- EEO/CPAC team visited schools, colleges, and universities in Illinois and Iowa
- Conducted workshop on “How to Apply for a Government Job”
- Recruited for 7 student aid vacancies in FY04
  - More than 100 applicants
  - 14 applicants interviewed
  - 4 Hispanic females, 1 Black female, 1 White female, and 1 White male hired
- Conversion of Student Aid positions
  - Evolve into COOP positions
  - Evolve into Career-Conditional positions
  - Target students for permanent positions

AMC FELLOWS PROGRAM

- Five-year Fast-Track Civilian Program
- Includes a Graduate Education Program
- May include a signing bonus of 25% of first year's base salary for new employees
- All moves paid except for first move

AMC FELLOWS PROGRAM

- Developed in 1999 as initiative of the AMC G-1 to revitalize the AMC workforce
- Five-year program designed to develop multifunctional employees
- First six months of program conducted at AMC Logistics Leadership Center, a tenant activity at Red River Army Depot in Texarkana, Texas
- First six months make up core curriculum, consisting of graduate level training in Human Resource Management, Resource Management, Research, Development and Acquisition Management, Information Technology Management, and Logistics Management

AMC FELLOWS PROGRAM (Continued)

- Next seven months consist of graduate level education in business and business-related topics at Texas A&M University-Texarkana
- Remaining three years and eleven months of the program include rotational assignments at three different geographic locations
- Rotational assignments include both on-the-job training and short formal courses to develop multiple functional capabilities at various levels in the command
- Recruits enter the program at the GS-7 grade with a target grade of GS-12 or GS-13 journeyman level

AMC FELLOW PROGRAM
(Continued)

- Fellows classes since inception of program:
  - 43 Fellows entered program in June 2001
  - 47 Fellows entered program in October 2002
  - 49 Fellows entered program in July 2003
  - 43 Fellows entered program in September 2003
  - Fifth class (50 Fellows) scheduled to begin in July 2004
- Of the four classes hired to date, 48% of the Fellows are minorities, including Hispanics, and 54% are female

AMC INTERN/ FELLOWS DEMOGRAPHICS

FY04

RACE	INTERNS	FELLOWS	TOTAL	AMC %	CLF %
NATIVE AMERICAN	6	0	6	1.1	.6
ASIAN	26	5	31	5.8	2.8
BLACK	49	29	78	14.5	10.4
HISPANIC	15	8	23	4.3	8.2
WHITE	348	49	397	73.8	78.0
OTHER	3	0	3	.5	.0
TOTAL	447	91	538	100	100

Other AMC Hispanic Recruitment and Employment Actions

- Hispanic Recruitment Initiative
  - To increase recruitment and employment of Hispanics
  - Personnel has lead with assistance from Office of Equal Opportunity
  - Input from senior grade and entry-level Hispanic employees
- Networking with Hispanic universities and organizations
  - AMC signed partnership with HACU in 1998
  - Go beyond recruitment and placement offices at universities
  - Aggressive recruitment in southwestern United States, New York, Florida and Puerto Rico

More AMC Recruitment and Employment Actions

- Individuals with Disabilities Summer Hire Program
- College Professor Summer Fellowships
- Utilize special hiring authorities
- Student summer hires
- Outreach in local community
- Developmental assignments
- Recruitment of Army Veterans
  - Brooke Army Medical Center
  - Walter Reed Medical Center

AMC POINTS OF CONTACT

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